



State of Arizona  
Department of Education

## **Guidance on the Use of Title II-A Funding for Teacher Retention Stipends (ESEA, Section 2123)**

Local Education Agencies (LEA's) may utilize Title II-A funds to offer stipends for the purpose of promoting retention of highly qualified, effective teachers who are assigned to teach core academic subjects where there exists a documented shortage or to promote equitable distribution of effective teachers. Teachers identified for a retention stipend should have a record of success in helping low-achieving students improve their academic achievement, particularly students from economically disadvantaged families, students from racial/ethnic minority groups and students with disabilities.

### **Guidelines:**

- There must be local governing board approval of retention stipend policies and/or procedures.
  - Retention stipends will be paid no earlier than the first day of school with students.
  - Retention stipends should range from 10-20% of the teacher's base salary.
- Multiple measures are to be used to assess student growth.
  - "The various types of assessments of student learning may include: value-added or growth measures, curriculum-based tests, pre-/post tests, capstone projects, oral presentations, performances, or artistic or other projects (Arizona Framework for Measuring Educator Effectiveness, p. 5)."
  - LEA's may use summative teacher evaluations as evidence of a "record of academic success" in helping low achieving students improve their academic performance.
- If the LEA chooses to pay a retention stipend, it must be included in the ALEAT Continuous Improvement Plan, be tied to student academic needs in core content areas and focused on the necessity for highly qualified, effective teachers and principals.
- Policies/procedures must define the eligibility criteria for receipt of a retention stipend and include the following:
  - The teacher must be highly qualified for all core academic positions they are assigned to teach.
  - The teacher must be appropriately certified for all core academic positions they are assigned to teach. This includes having the appropriate certificate, approved areas and/or endorsements for the assigned position. Charter school teachers are exempt from this requirement with exception of special education teachers.
  - The teacher must have a demonstrated record of success in helping low-achieving students improve their academic achievement (see above). The policy or procedure for retention stipends must outline how the local education agency is going to determine teacher effectiveness in this area.
- LEA's requesting to utilize Title II-A for retention stipends must provide their program specialist with the following information prior to approval:
  - A list of the teachers who will be receiving a retention stipend.
  - The school assignment of each teacher provided a retention stipend.
  - The core academic subject(s) each teacher will be assigned to teach.
  - The amount of the retention stipend being provided each teacher.
  - A copy of the board approved policy or procedure for receipt of a recruitment stipend.